

Cadet Programs Today

June 2001
Volume 7, Issue 6
♦ ♦ ♦

The National Cadet Programs Team:

Ray Bean
Director
cp@capnhq.gov

Karen Katchka
Assistant Program Manager
cpa@capnhq.gov

Robert Smith
Chief, Curriculum Development
cpc@capnhq.gov

Michael Stephens
Manager, Program Events
cpe@capnhq.gov

Janice Serrano
Registrar
cpr@capnhq.gov

John Cato
Manager, Program Support
cps@capnhq.gov



Civil Air Patrol Cadet Programs
105 South Hansell Street
Maxwell AFB AL 36112-6332
Editor: cpa@capnhq.gov
<http://www.capnhq.gov/nhq/cp/cp.htm>

NOTES FROM THE DIRECTOR



The summer season is upon us. Our cadets and their leaders are about to embark on a lot of activities at all levels: local, wing, region, and national. I would be remiss if I did not share a few thoughts that are pertinent to all levels of activity as we approach this active time of the “cadet year.”

As leaders of cadets we take on a special obligation when we supervise their activities. We are, by virtue of our leadership roles with cadets, in a position of special trust in all of our interactions with cadets: we are **responsible** and **accountable** for their welfare while they are in our care. In this context, welfare means more than just housing and feeding. It means mental well-being, as well as fun. Ensuring positive cadet welfare while in this position of special trust is what makes the role of senior member cadet leader a rewarding challenge. Many of you see the rewards of meeting this challenge daily in the maturing of your cadets into responsible citizens and positive role models. I salute you in your dedicated efforts.

Many of you have been leading cadets for years, and safety has always been your hallmark in any endeavor involving cadets. However, I don’t think mentioning safety to even the “oldest of heads” can be redundant. The summer time frame offers numerous safety concerns beyond the normal accident potential in many of our activities. Such things as heat stress and sunburn are always present at this time of year. I would urge you to keep safety paramount in your thoughts, as you have always done, when you go through your planning. As one technique to do this, I would encourage you to have your safety officers lead you through an Operational Risk Management (ORM) Assessment of your activity no matter how small the activity. This is especially crucial for your encampments

and flying activities. It is a great way to identify hazards along with the preventive measures that could ensure an incident free activity. It is also a great team-building tool for your encampment and activity staffs. Almost all of the national activities have done an assessment and I know that many of the wing activities have as well. If you haven’t, please get on board.

The toughest challenge to senior member cadet leaders might be adhering to that position of special trust concerning cadet welfare when leading our more demanding activities. This is where hazing, harassment, and humiliation have the potential to raise their ugly heads. Remember that special trust carries with it an obligation to be conscious of the mental welfare of our cadets while they are enjoying the activities. Civil Air Patrol’s policy on these issues is very clear. They are not tolerated! We even have a regulation written about it (CAPR 52-10). It is called the *Cadet Protection Regulation*. However, a regulation such as this cannot cover every contingency. That is why we must rely on the good judgment of our adult leaders of cadets.

To that end, there has been some very good work done on these subjects by our senior members in the Wings. They have taken the subject head-on and tried to provide some guidelines and food for thought for the members in their wings. Two of these efforts have come to my attention in the last few weeks and I would like to share them with everyone who leads cadet activities.

With the permission of the author we have reprinted the first one here. Please read it in detail. (I would like to personally and publicly thank Maj Jim Pierce, CAP, of the Ohio Wing for this excellent piece.) You can find both the article and Jim’s excellent web site by going to the Cadet Programs web site at <http://www.capnhq.gov/nhq/cp/cp.htm>. Jim’s web site has several other items of interest for those of you who are planning cadet activities whether at the local, wing, regional, or national level.

The second piece is too large for us to reprint here. Although it is specifically

design for those leading cadet encampments, it contains valuable information on how to work with cadets that is pertinent to all cadet activities. I would ask you to go to our Cadet Programs web site to view the *Tactical Officers' Handbook* written by the Texas Wing. Click the link marked, "Basic Encampments" and scroll towards the bottom of the page, or you can go directly to the Texas web site at <http://web.wt.net/~txwg-cap/cp/encamp/tacbook.pdf> and have a look. It is a practical guide, which those of you who are planning encampments and other cadet activities can easily adapt to your circumstances.

Many of you have been working with cadets longer than I have been alive; others of you are brand new at it. It doesn't hurt, whether a "new-guy" or an "old-head" to continually remind ourselves of that special position of trust we are in and what that means in practical terms. Have a safe and fun summer as you lead your cadets in a season of activity.

Both of the examples mentioned above are examples of how we in Cadet Programs are seeking to promote the exchange of ideas and information among our members. If you have something that you would like to share, please contact Ms. Karen Katchka at kkatchka@capnhq.gov. ♦

CADET PROTECTION ISSUES

This article was written with permission from Maj James Pierce, CAP, from the Ohio Wing.

One of the most important regulations with which we deal is **CAPR 52-10: CAP Cadet Protection Policy**. New facets of the regulation include a definition of hazing and specific prohibitions regarding physical training as discipline or punishment. The new regulation added specific commander responsibilities and suggestions for parental involvement

Hazing is defined as any conduct whereby someone causes another to suffer or to be exposed to any activity that is cruel, abusive, humiliating, oppressive, demeaning, or harmful. Actual or implied consent to acts of hazing does not eliminate the culpability of the perpetrator. Examples of hazing include using exercise as punishment or assigning remedial training that does not fit the deficiency (such as making a cadet run laps for having poorly shined shoes). Hazing, as defined in this policy, is considered a form of physical abuse and the reporting procedures for physical abuse must be followed.

This part is new to this revision. It effectively puts an end to physical training activities as punishment - by seniors or by other cadets under the supervision of seniors. CAP is not the military services - not even a junior version of the same - and "drop and give me twenty" is clearly stuff only for the movies. Any physical training activity not within the proper guidelines of the Cadet Physical Fitness Training program is not allowed anyway, but this regulation goes much farther. Whereas the standards for what is "cruel," "abusive," or "harmful" can often be objectively defined, the standards for "humiliating," "oppressive," and "demeaning" are based on how the conduct was received, not how the conduct was intended. The fact that you did not intend to humiliate or demean someone does not matter - it is how he or she felt about the conduct (within reason).

I love the statement that "actual or implied consent to acts of hazing does not eliminate the culpability of the perpetrator." That *had* to be written by an attorney. Culpability = guilt. Perpetrator = person(s) doing the hazing. What it means is that it is NO DEFENSE that the person hazed said it was "O.K." or that he or she "could take it," or even that he or she continued on silently without objection. Besides, if you think about it for half a second, you will realize that a minor (all Cadets under 18 and in some states under 21) cannot legally consent to anything, especially something harmful to himself or herself.

We are not the Marines, the Rangers, the Seals or the Airborne. Those are outstanding folks performing an unparalleled service for our country. CAP isn't the military services, but a *civilian* auxiliary. No one is subject to the Uniform Code of Military Justice (UCMJ).

Our missions are different from those of the military services. No one is permitted the techniques of the "drill sergeant" from the movies (the services themselves are modifying their own basic training techniques), and we don't "break 'em down and build 'em back up." These are our Cadets and they are children entrusted to our care.

We have a responsibility (legal and moral) to protect and care for them. CAP rightfully has a zero tolerance policy on hazing.

Commander responsibilities (see CAPR 52-10 d.)

Commanders must be sensitive to the potential for cadet abuse and carry out the policies and procedures set forth in this regulation. As a minimum, commanders will:

- (1) Exercise judgment and discretion when selecting senior members, cadets, and other persons to conduct or supervise cadet activities.
- (2) Encourage members to report any observed or alleged abuse.
- (3) When cadet abuse is alleged and/or verified, suspend the member from all CAP activities, make immediate notification, and take appropriate personnel actions in accordance with the provision of paragraph 6 above.
- (4) Ensure that at least two "approved" senior members are present at all overnight cadet activities. Encourage at least two senior members to be present at all cadet activities (with the exception of chaplain counseling or cadet orientation flights). This policy is for the protection of the senior members as well as the cadets.
- (5) Conduct periodic orientations for senior members to ensure they understand

Hazing (see CAPR 52-10 a. (3))

the procedures and policies set forth in this regulation.

(6) Ensure cadets are informed of the policies contained in this regulation.

(7) Spot-check signatures on permission slips.

(8) Provide parents with a calendar of activities and notify the parents when a scheduled activity is cancelled, relocated, or changed.

(9) Give the parents an opportunity to personally meet the senior members by periodically designating meetings as "parents night."

(10) Mail parents a current roster of members who supervise or conduct cadet activities.

This section is not new; it just is not always followed correctly. Note the small word "will" at the end of the first line. That means that which follows is mandatory, not optional or a suggestion.

Items (1) and (2) are basic common sense. I do not think they require explanation, but if you have a question, email your local Legal Officer. Remember, it is a requirement to exercise *good* judgment, not just judgment. The "good" is implied.

Item (3) *requires* suspending a member from "all CAP activities," not just contact with Cadets. This is why reporting in accordance with the regulation should occur quickly, to help avoid a lengthy suspension for an alleged incident later determined to be unfounded.

Item (4) we have all been told about time and time again. It is also important to have a female senior present for any overnight activity with female Cadets present. If you have any question about item (4), turn around and ask nearly anyone in CAP.

Item (5) goes to tell Commanders that the CPPT Orientation Class is not the "first and last time" a member has to go through "all that stuff." Although you don't have to require refresher CPPT Orientation classes, Commanders are

required to conduct periodic orientations sufficiently often enough to make sure the members understand the regulation, its policies and procedures.

Item (6) requires the same information to reach the Cadets. Strangely it does not require the Commander ensure they understand the regulation, but are just informed about it. Play it safe and give everyone - seniors and cadets alike - the same information.

Item (7) requires spot-checking signatures on permission slips (if you use them). It is a good idea to use them on all activities other than regular unit meetings and announced emergency services exercises.

Item (8) requires providing parents with a calendar of activities. It does not say "put it on the Internet," although you can. Not every parent has Internet access. Put out a regular calendar once a month and make your best effort to see the parents receive it. Unlike item 10, the method of delivery is not specified.

Item (9) requires giving the parents opportunities to meet CAP seniors by periodically designating meetings as "parents night." Frankly, it does not work very well at my local squadron, because the parents usually do not show up; but that is not what is required. What is required is to give the *opportunity*.

In the Chesapeake Composite Squadron, (<http://ohwg.cap.gov/002/>) we meet on Thursday evenings, and whenever a month has five Thursdays (except November and December), the fifth is designated a "parents night and dinner meeting." This is only an example - design your own system.

Item (10) requires the Commander mail parents a current roster of members who supervise or conduct cadet activities. That's everyone in your unit approved to work with Cadets. "A current roster" means mail one every time the people on the list changes - and it says "mail." It does not say post it to the Internet. You do not comply with the requirement by sending the list home with the Cadets. It says to mail it, so *mail* it.

Parental involvement (see CAPR 52-10 e.)

Parental involvement is one of the most effective deterrents of child abuse. The following suggestions are ways to encourage parental involvement:

(1) Conduct periodic meetings with other parents to discuss child abuse. Let the other parents know CAP is making an effort to prevent such abuse.

(2) Establish a parents committee to provide input on cadet activities. Membership in CAP is not necessary to be a part of this committee. Require a permission slip, signed by the parent or guardian, for each activity outside of the regular squadron meetings.

The information and advice offered are not intended to make the life of the Commander and his or her staff more difficult nor less enjoyable. It is offered to help protect Civil Air Patrol, its Commanders and staff, senior members and cadets alike - from abusive incidents, from false accusations, and from the resulting civil liability. None of us - volunteer or not - deserve *any* of that. ♦

HAZING VS. DISCIPLINE

This is a reprint of the original article (August 1998), and has been modified to reflect current publication numbers.

Cadet Programs recently received an email that stated, "I made the comment that exercise will not be used for disciplinary actions against cadets. At which time a squadron commander told everyone that as long as you do the exercises with them you could give them exercises as disciplinary action. He also stated that he contacted National HQ about this and said that it was in the regulations." - *Reprinted with permission.*

To answer the concerns that were raised in this letter, let us first look at the pertinent regulations:

1. CAPP 50-3, *Civil Air Patrol Cadet Protection Training Instructor's Guide and Student Materials*, states, "Any use of corporal punishment or discipline that is demeaning or involves verbal abuse is not permitted within the CAP program" (p. 10).

2. CAPP 50-6, *Civil Air Patrol Cadet Protection Policy and Program for Parents and Leaders*, states, "cadets will not be hazed or forced to do excessive exercises" (p. 2).

3. CAPR 52-10, *CAP Cadet Protection Policy*, states, "Senior members, cadets, and persons who supervise cadet activities or serve in leadership positions must possess high moral and ethical standards, be emotionally stable, and demonstrate leadership qualities necessary to serve as positive role models. NOTE: All senior members must now be screened (CAPM 39-2) and undergo cadet protection training prior to working with cadets (CAPR 50-17, CAP Senior Member Training Program)" (p. 1).

4. In the *CAP Senior Training Program for Cadet Leaders* [name to be changed to *Training Leaders of Cadets* and a pamphlet number to be added], Chapter 10 - Legal Considerations (Lesson Plan), states, "In any event, exercise as punishment is no longer allowed in the CAP Cadet Program" (p. 10-2).

5. While not officially adopted by the CAP, the ATCR 30-4, MTG Sup 1, dated 15 December 1992, states that "maltraining" is prohibited. Maltraining is defined as "using exercise as punishment" or "assigning remedial training that does not fit the deficiency (such as making a trainee run laps for having poorly shined shoes)" (ATCR 30-4, 3.4.2).

Now that we have a frame to work from, we need to define discipline and hazing:

1. To some people the word discipline means either punishment or blind obedience to orders. However, discipline really means "training which corrects, molds, strengthens, or perfects" (*CAP Encampment Basic Cadet Workbook*). Real discipline is the guide an individual

uses in everyday life, regulating and controlling one's actions.

2. Hazing is defined as any conduct whereby someone causes another to "suffer or to be exposed to any activity which is cruel, abusive, humiliating, oppressive, demeaning, or harmful. Actual or implied consent to acts of hazing does not eliminate the culpability of the perpetrator" (DoD Policy on Hazing).

Putting this all into perspective, I would say that the squadron commander mentioned in this email is wrong. **Discipline should never be punishment driven.** The senior member or cadet who "disciplines" another by making the person perform "exercises" is hazing that individual. This action will not be tolerated in CAP, even if the leader "does the exercises with them." The leader is violating the cadet protection policy and is not serving as a positive role model. Please share this letter with your squadron or group commander so that corrective action can be taken before the other commanders understand the mistaken approach as "OK."

Let me make this point clear: Any exercise that is not for the purpose of strength training as performed IAW CAPR 52-18, *Cadet Physical Fitness Test Manual*, is hazing.

I hope this helps clear up the confusion. Please relay to the individual that "contacted National HQ about this and [they] said that it was in the regulations" may have misunderstood. CAP's General Counsel and I agree that the situation described in this email would be considered hazing. There are no CAP regulations that permit this form of "discipline." ♦

MODEL ROCKETRY CLARIFICATION

National Headquarters has received some questions lately concerning the requirement found in CAPM 50-20, CAP

Model Rocketry Program, that all cadets must have completed Phase I before being eligible to participate in the rocketry program. This is incorrect. It should read "All cadets must have completed achievement one before being eligible..." ♦

CSM ROLES

National Headquarters is receiving some questions concerning what roles the Cadet Sponsor Members (CSM) can or cannot do in the squadron.

CAPR 52-16, chapter 1, limits the CSM roles to:

- Provide adult supervision
- Serve as overnight chaperons
- Transportation support
- Any other CADET-related task deemed necessary and proper by the unit commander.

It seems that "d" is the source of some confusion. We have had squadron commanders assign CSMs to squadron duties like administrative officer or the public affairs officer, or even the testing officer.

Since the term "Cadet-related" is not clearly defined, National Headquarters is deleting this reference. CSMs are only permitted to perform "a" through "c" above.

If a squadron commander has a need for these positions to be filled, then the squadron commander should encourage the CSM to become a regular member.

The CSM will need to submit a CAPF 12, *Application for Senior Membership in Civil Air Patrol*, annotated in red across the top, "Cadet Sponsor to regular member." Since the CSM has already paid their national dues, he or she will only need to include their other dues with this application. Those CSMs whose renewals are due will need to include both their national dues and the other dues when transferring their membership category. ♦